Western Arkansas Workforce Development Board
Meeting Agenda

114 W Main St., Booneville, AR
September 21, 2021 1:00 PM

Invitees: Greg Aleshire, Tom Bonkofsky, Dana Byrum, John Craig, Brandon Fisher, Reuben Gage, Debbie Faubus-Kendrick, Rachel Mize, Stacy Muntz, Cathy Nesbit, Krystal Thrailkill, Erick Wiggins, Dwayne Young

Call to order

I. Attendance

II. Approval of minutes from last meeting – sent for review via email

III. Committee reports
- Executive committee – sent for review via email

IV. WIOA Delivery System quarterly report update
- One-stop operator
- Title I program report – sent for review via email

V. New Business
- New local plan updates – sent for review via email
- Job seeker survey
- Board training
- Other business

VI. Adjournment

Western AR Workforce Development Board Meeting

June 22, 2021 1:00 PM
301 Mt. Vista Blvd, Van Buren, AR

Call to order by Cathy Nesbit, Board Chair

Board Member Attendance: Greg Aleshire, Dana Byrum, John Craig, Debbie Faubus-Kendrick, Rachel Mize, Stacy Muntz, Cathy Nesbit, Krystal Thrailkill, Dwayne Young, Vanessa Caldwell proxy for Tom Bonkofsky, Bob Purvis proxy for Michael Lejong.
Other Attendees: Alex Gladden, Theresa Baggett, Shirley McCutchen, Nanci Caillouet, Charlette Douglas, Ashley Garris, Dennis Williamson

Approval of minutes from last meeting – Cathy asked for additions or corrections to the minutes including the committee minutes. Since there were none, she stated the minutes were approved as distributed.

Approval of corrections to 12/15/2020 minutes – Cathy stated there was a correction of the date noted of the approved minutes and asked for any other additions or corrections to the minutes. She stated since there were none the minutes are approved as distributed.

Committee reports: Cathy asked for committee reports.

- Youth committee – Stacy made her report stating the minutes were sent for review and asked for questions or comments. There were none, so she shared the success of the Magazine High School student driven job fair. There were 33 participating students and around 30 employers came to meet with them. The feedback from employers was positive with the only suggestions being more preparation on student interviewing skills and resume building. Every student was offered the opportunity to apply for a job and a number of them received multiple offers. One student was offered and accepted a job the day before the event based on his profile. Each participant made a profile that was sent out to employers in advance. This was a great event we want to replicate with more of our region's high schools next year and she encouraged all of you as employers to participate. She ended the report.

- One-stop committee – John made the report also stating the minutes were distributed for review. John asked the board to ratify the decision of the committee to extend the One-stop operator agreement to Odle for the year with the performance changes as written. Cathy asked for a motion to ratify the decision and Stacy Muntz made the motion to ratify the committee's decision with a second from Krystal Thrailkill. Cathy asked for any discussion on the motion and there was none. She asked for a vote saying yes to approve the motion and it was unanimously approved. John told the board the monitoring of the one-stop centers had been completed and presented the monitoring reports for each center. He asked for questions and there were none. He stated that was the end of his report.

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WIOA Delivery System quarterly report update

- One-stop operator – Shirley made a one-stop operator report on the information presented in the board packet. She spoke about training on referral for all partners and said the surveys were going well. She suggested that signs be made and hung near each partner station for customers to see what services were available from each of them. It was suggested she present this to the partners and get their feedback for the board to review. She also said she was talking with the ADWS center manager about moving the partitions to open up the center more. There was discussion around cost of signage and how to pay for it. A board member also suggested sending in a staff member as a secret shopper to provide feedback on this. There were no further questions.
- Title I program report – Dennis presented a title I report and highlighted youth activity numbers. Introduced new Title I program manager at WAPDD. There were no questions.

New Business

- Budget – Funding budgets were presented to board for approval. Dwayne asked if funds not spent in the allotted time had to be returned to the state. Dennis told the board yes, they would but that this has not been an issue for us in the past and he did not expect it to be an issue this cycle either. Dwayne Young made a motion to approve the budgets presented and John Craig seconded the motion. No one presented discussion on the budgets. Cathy asked for a vote to approve the budgets. The board voted unanimously to approve the budgets.
- Bylaw revisions - Cathy said the bylaws with highlighted recommended changes were sent for your review via email. She asked for a motion to approve the bylaws as presented. Dana Byrum made the motion to approve the bylaws as presented and Greg Aleshire made a second. No one had any discussion on the motion. The board unanimously approved the bylaws as presented.
- Board training – Cathy stated as a board we want to continually improve our understanding of WIOA and the changing workforce to provide quality assistance to the workforce delivery system. This year we were able to participate in a DOL lead training, but asked if there was any additional training or workshops we would like to pursue as a board? She told the members to let Dennis know if there was something they want training on. Dennis shared that he was reaching out to other areas to get an orientation/training guide for new members and that currently he provides the orientation one-on-one when a new member is appointed. Dana Byrum suggested the board go through or include in orientation disability training.
- Change Referral ticket – Cathy said the form needs to be changed so all partners are able to use it. ADWS requested removing the release section. Dennis has likewise recommended this be done so the region can get the desired outcome from the referral policy. Cathy asked if there was an objection to removing that section from the

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WIOA partner referral ticket. She said that hearing none, it is approved by unanimous consent.

- Election for Board Chair and Vice Chair – Cathy ask for nominations or volunteers to be chair for this next cycle. No one spoke up and Cathy volunteered to be chair for one more term. Dwayne asked her to ask for nominations 2 more times and stated that with no other nominations that she was elected by default. Cathy then asked for the same for Vice chair and did tell the members that Greg Aleshire did volunteer. There were no other nominees and the board agreed he would continue as vice chair for another term.

<u>Other business</u>

- Cathy asked if there is any other business to be discussed. Rachel asked about ramping up connecting Title I to foster care and continuing to reach this population. It was agreed that the youth committee was still the best taskforce to work on program ideas for this group. Dennis provided information on partnerships and programs that can connect services to youth.

  Dana Byrum spoke about an upcoming meeting Walgreens and the partners to work on assisting them finding employees. She had a meeting with Representative Boyd, Secretary of Commerce and ARS at which the Western board and partners were praised for how well this board is doing.

  Debbie Faubus-Kendrick spoke about their new center, the one we were meeting in today and that this allowed for closer tie to court system. She also said they have space for partners to come to be a resource and reach clients when needed.

  Charlotte Douglas asked for permission to briefly discuss her work with 100-Families Project Restore Hope initiative and Cathy granted her time to speak. She presented a quick overview of the program and that many of the workforce partners were working with their clients already.

Cathy asked if there was any other business. She stated since there is no further business the meeting is adjourned.

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Youth Committee Meeting
WAPDD 1109 S. 16th St., Fort Smith, AR 72901
April 8, 2021 at 2:00 pm

Committee member attendees: Stacy Muntz, Jack Gray, Rachel Mize, Jennifer Turner
Other attendees: Carman Hensley, and Dennis Williamson

Stacy Muntz, called the meeting to order at 2:00 pm.

The first item on the agenda was the Job Fair at Magazine Public School. Dennis give an update. The date for it is May 4th, 2021 from 10-2pm at the high school. 48 students are expected to participate with many of them looking for work. The flyer has been completed and sent to the board members and local chambers to help promote the event. Student profiles will be complete by April 23rd. They will be sent to employers interested in participating. Some committed companies are Rockline, Student Exchange, Michael Springer Build and Earth, Harry Robinson, Bennet Construction, Denali, City of Magazine, Stark, and Bank of Ozark. Discussion was had about this being a bridge between education and workforce. Stacy asked the group to discuss next steps for this type of job fair and how to get other schools to participate. It was stated Magazine high school has put a lot of effort into this. We want to share their success and the effort it takes with other schools to get them interested. We need to get employers feedback on the job fair.

Further discussion was about including other populations in future events such as foster care youth and the like. It was asked if employers would be able to make job offers at the fair, but it is unlikely since the event is limited in time. However, it was said most employers will set up interviews to get students to the next step. The committee did discuss challenges some of these youth would face once they did have jobs such as transportation. The group discussed how to educate them on what it takes once they are out of school.

Dennis told the committee that they will do a dry run on May 3rd for the students and anyone willing could volunteer to help.

The committee moved to the topic of youth aging out of the foster care system and the Get Real 24 Program. It was discussed how challenged these youth are in integrating into society. Jack supplied information on many of the difficulties of youth that come through the program. The need for mentoring and life skills training was discussed. Jack mentioned a soft skills and financial literacy training put on for some of the youth to help them better understand what employers need. There was discussion on how to help these youth successfully transition from the system to the working world.

The committee talked on the topic of internship. Stacy spoke on the program that Bank OZK has with Ozark high school and the success they have had with it. The group did talk on youth not fully understand all of the aspects of a job they take and examples given were about not knowing when they get paid or benefits even though they go through extensive orientations. It was mentioned that one challenge of these internships is that individuals with significant barriers tend to be passed over and so there was discussion around how to be more inclusive. The main objective determined was to help employers see options and value these individuals might be if given the chance. It was also stated that there are resources for employers that provide assistive service or tools for specific barriers.

Stacy asked if there was any other topics of business for the committee and hearing none adjourned the meeting.

Stacy Muntz — 4/15/2021

Stacy Muntz, Committee Chair — Date

Signature:

Stacy Muntz (Apr 15, 2021 16:10 CDT)

Email: stacy.muntz@ozk.com

One-Stop Committee meeting minutes

2914 Midland, Fort Smith, AR on 4/14/21 @ 2:00 pm

Nanci called the meeting to order, and roll was taken.

Committee members in attendance were Nanci Caillouet, Justin Smith, Cathy Nesbit, John Craig, and staff were Dennis Williamson and Ashlie Ross.

- Nanci asked the committee to review the drafted monitoring tool. She asked for comments. Nanci made note that the s on lines was needed to be removed on the last page in the ADA section for line of sight. There were no other revisions. Nanci asked for a motion. Cathy Nesbit made the motion to approve the instrument as presented with the correction and John Craig made 2nd to the motion. Nanci asked for discussion on motion and there was none. She asked for a vote of aye to approve the motion and it was approved unanimously.

- There was discussion on the One-stop operators request for the 3rd quarter performance incentive in their contract. The committee reviewed the agreement and compared to the performance information and determined that as per the agreement since all of the criteria was not met per the agreement that the incentive could not be paid. There was no vote necessary since the agreement states that only approval is necessary if all criteria are met per page 5 section E of the agreement.

- Nanci stated it was time to review and recommend whether to renew the current OSO under contract for another year. Cathy made a motion to keep the current OSO and John seconded the motion. Prompted by the incentive request discussion the committee decided to recommend a modification to the incentive portion of the contract be made for the board to approve at the next board meeting. The change recommended is to change the incentive from a cumulative accounting to independent quarterly review so that in any quarter the base was met could be paid. They felt this would encourage the OSO to continually improve. Further the committee recommended that each expectation remain the same as that listed as the initial performance expectation except the number of customer surveys. This they recommended be changed to 30 to account for unexpected events and based on the expected average clients moving through the system on a quarterly basis. After discussion Cathy withdrew her motion and John made a new motion to renew the OSO contract for another year with a quarterly performance expectation instead of a cumulative quarterly expectation and that the numbers be the same as the initial expectation except the customer surveys being reduced to 30 per quarter. Justin seconded the motion. Nanci asked for further discussion on the motion and there was none. She asked for an aye vote to approve recommending the renewal of the OSO contract with the performance change. It was approved unanimously.

- Nanci said they would like feedback from the partners on the actions and abilities of the current one-stop operator.

One-Stop Committee meeting minutes

2914 Midland, Fort Smith, AR on 4/14/21 @ 2:00 pm

- Nanci said monitoring of the one-stop centers needed to be scheduled. She asked the committee to look at their calendars for possible dates after Dennis told them they needed to be done by June. The committee decided on April 28th at 11am for the Fort Smith center and May 13th at 11am for the Mena center. Dennis will send notice to each center in advance of the review and calendar invites to the committee for the dates of the monitoring.

- Nanci asked if there is any other business? She stated since there was no further business the meeting is adjourned.

Nanci Caillouet — 4/23/2021

Nanci Caillouet, Committee Chair — Date

Signature:

Email: nanci_jatc@ibew700.com

WAWDB Executive Committee meeting
August 30, 2021, 9:45 am Virtual session

Attendees: Cathy Creekmore, Dana Byrum, John Craig, Dennis Williamson

Cathy called the meeting to order. Roll was called and attendees above were present.

- Dennis was asked to explain again the purpose for the addendum. He stated it was a requirement of DOL to the State for the variance of youth spending on in school youth.
- Cathy asked for a motion to approve the addendum as written and Dana Byrum made the motion to approve the addendum, John Craig seconded the motion. Cathy asked for any discussion and there was none. She asked for a vote of yes to approve and no to not approve. Dennis verified each member's vote by name. All voted yes to approve, and the motion passed unanimously.

Cathy asked of there were any other items for the committee to discuss. There were none so she adjourned the meeting.

Catherine Creekmore

Cathy Creekmore, Committee Chair

8/30/2021

Date

Signature: Catherine Creekmore
Catherine Creekmore (Aug 30, 2021 10:31 CDT)

Email: cathyc@harryrobinson.com

a. The local area has adjusted or provided an addendum to the local plan explaining the planned use of the waiver.

The local plan for Western Arkansas has been drafted to allow flexibility to program initiatives and to adapt best practices when options are presented. The local area will add this addendum to the local plan to further illustrate the intent of the area to provide the most appropriate service delivery to meet the needs of business and job seekers in the Western Arkansas region.

b. The waiver request includes a description of the barriers to optimum service to area youth caused by the 75% restriction.

The Western Arkansas workforce development area has a significant challenge related to youth and their preparedness to enter the job market. Many youth are lacking skills necessary to meet demand occupation openings and are unsure where to go to prepare for a career once they leave school and no longer have the support of the regular education system. We know there are a number of barriers that attribute to this including foster care, homelessness, justice involvement, isolation due to the rural nature of the region, and a lack of job knowledge and work skills training.

Arkansas is predominantly a rural state, and the Western Arkansas region reflects that. This creates many barriers such as transportation, available childcare, food insecurity, accessible training, or even knowledge of local job opportunities. Youth poverty rates are evidence of the need for aid to connect youth to opportunity before they leave school unprepared for the workplace. The poverty rates of persons under 18 in the six counties making up Western Arkansas are as follows: Crawford 28.1%, Franklin 23.2%, Logan 22.2%, Polk 28.9%, Scott 29.8%, and Sebastian 21.7%. These rates are 5.8% to 10.2% higher than the total poverty rate of the area.

In this region we have the highest population of youth in foster care in the state illustrated in the 2019 Statistical Report from Arkansas Department of Human Services. Pulled from information provided by the Division of Children and Family Services, the report stated that our service area represented a total of 1,320 children with 834 of those residing within Sebastian County. DCFS has ten foster care service areas throughout the state, and the Western Arkansas region represents over 17% of the children served. Homelessness is also a concern brought on by a lack of preparedness for the job market or inability to maintain sustainable employment. According to adedata.arkansas.gov, "Homeless by Type" there are nearly 1040 youth homeless in this region. As youth age out of foster care they face a real possibility of becoming part of this statistic according to representatives of a local youth crisis center.

c. The waiver request describes how the waiver will increase the number of in-school youth serviced and the overall performance indicators.

A key focus of our efforts in developing opportunities with youth is to provide quality work experience to young people while in high school. Most schools do not

have the programing or business outreach personnel to connect students to work experience in areas they may have interest in. This disconnect may be due to distance to work sites, a lack of matching services or counseling to connect business owners to interested students, or the lack of sufficient, properly trained professionals to provide case management and coaching to youth to help them succeed in pursuing a career in a demand field.

The region hosts one of the civilian conservation centers that serve youth at Cass. The Cass Job Corps center is a partner in the region's workforce delivery system providing training to youth in a number of demand trades but has opportunities to work with other agencies to connect their youth to businesses willing to provide work experiences. The center has an average of 100 youth in the program year-round.

d. The waiver request details how services to area youth will improve because of the waiver. e. The waiver request describes how required performance indicators will increase as a result of the waiver.

The system of Western Arkansas has taken the approach that quality work experience and supportive case management will improve the successful and sustainable employment of youth in the region. The local area also has success stories illustrating work experience can support high school completion of at-risk youth further reinforcing the need for the variance allowing Western Arkansas to utilize youth funds in support of a higher percentage of in-school youth. It is our hope that by assisting youth that can be reached this way more out of school youth will also learn and participate in our programs. This approach will increase the work experience usage percentage providing greater immersion in actual work activities and connecting youth to mentors on the job sites. As stated, high school completion by at-risk youth can be reinforced through positive adult interactions. It is also anticipated that this will create more sustainable employment of youth entering the workforce through job preparedness and experience.

f. The waiver request specifies the requested minimum rate of Youth funds to be spent for services to OSY for PY19 and PY20 funds.

This is a request for utilization of the variance granted to the state of Arkansas related to the expenditure of funds on in-school verses out-of-school youth for the PY20 funding cycle. The Western Arkansas workforce development area expects that the use of 40% of our allocation to in-school youth support will create positive outcomes in high school completion by at-risk youth, better job retention, and improved knowledge of skills and traits needed to obtain and fill demand job opportunities in the region. This variance will also allow business outreach efforts to provide fresh pathways for local companies to fill positions now and in the future as the outreach team helps them establish positive relationships with area schools and vis a versa.

Board Report
One-Stop-Operator
3rd Quarter 2021

On July 7th we hosted Home Helpers in the Workforce Center to offer services to our clients and Workforce staff.

July 12th Workforce Center hosted Trac Staffing in the front office to offer job services for clients.

July 13th I had Breakfast with the Chamber and learned about some new local non-profits and business and I did a presentation about Workforce Center services for those in attendees.

July 13th the Workforce Center hosted a Cross-Training session at the Workforce for Workforce staff so that Title 1 could do a presentation about their current services. It was well attended.

July 20th- We hosted a cross-training at the Workforce Center for staff with Adult Education from Crawford and Sebastian County doing the presentations.

August 2nd I had a meeting with the New Captain of the Salvation Army, Bradley Hargus. I have established the Army as a training location for some up-coming Poverty Trainings that will be offered to local non-profit organizations and my partners. This is a training opportunity that is free with lunch being provided by the Army.

August 3rd Title 1 offered a cross-training at WAPDD for all partners. It was well attended and everyone left with new knowledge of services being offered.

August 9th I had a partner meeting with; Career Pathways, Adult Education, SNAP, WAPDD and Title 1 and DWS. This is the start of hopefully a more teamwork approach for this region.

August 25th I did a presentation with the Crisis Intervention Center on Workforce services and I also met with ABC printing about signs and pricing. ABC is currently working on pricing and design. Tom Bonofsky has said that his agency may be able to do the signs for free and so this may be our best option. The signs will be placed on the outside of the Center identifying all the different services that offered within the Workforce Center.

August 27th I attend the Crawford County Adult Education Open House event which was also posted on the Fort Smith Workforce Center Facebook page.

September 7th I met with Ashlee Ross about the Monitoring reports for Mena and Fort Smith. Both monitoring reports were sent to all the partners involved and a meeting has been scheduled in Mena in October to discuss our improvement plan options.

A cross-training for Workforce TANF staff on the referral process was conducted on this day as well. The TANF staff are currently using the board referral form and reporting on our goggle documentation sheet, but they are not keeping the referral forms in their folders. All referral forms age given to me and I am filing them in my office. They are not putting any confidential information on their referral forms for reasons of confidentiality, which is still a concern for DWS.

September 13th we hosted Pennmac at the Workforce Center and the Crawford and Sebastian County Community Development Center. Both agencies offered resources for clients and training information for Workforce staff.

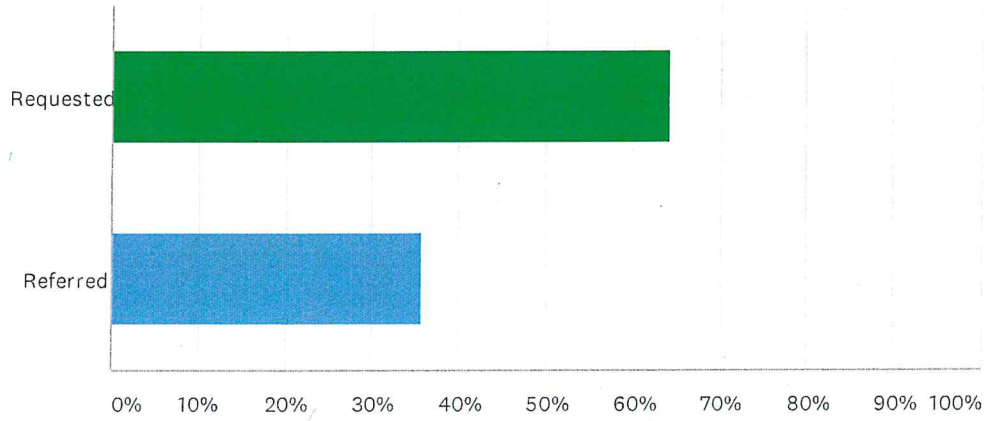
September 15th was our 3rd Quarter Core 4 Meeting. It was well attended by non-profits and partners. Nicole York and Matthew York from the American Indian Center of Arkansas did a presentation on services for Native Americans for all attendees.

Respectfully submitted,

Shirley McCutchen

Q1 Did you request a specific agency to meet with, or were you referred? (ex. Job Services, WAPDD, Job Corps, Adult Education, Veteran Services, AARP, etc.)

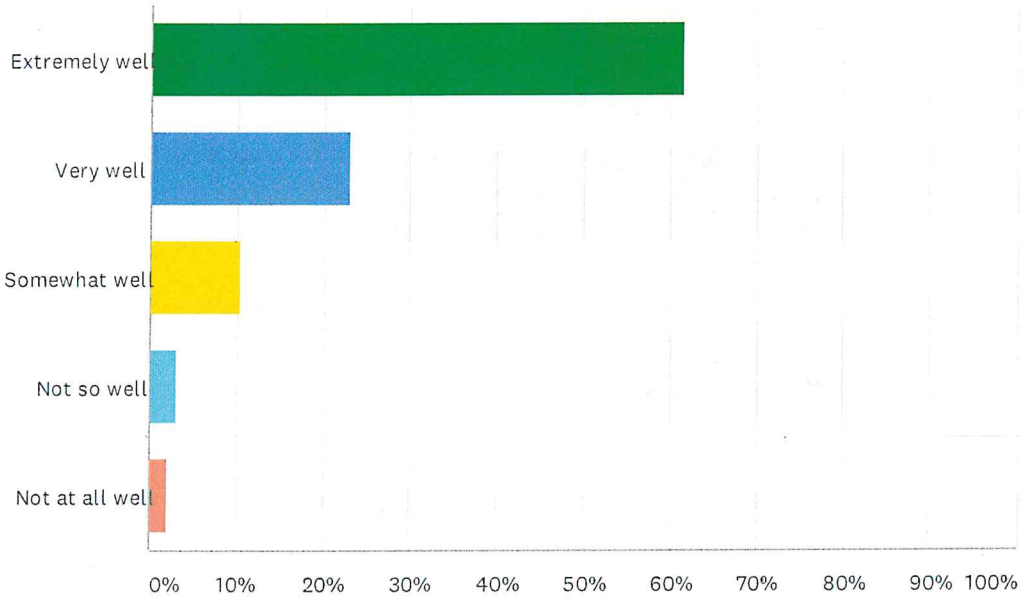
Answered: 84 Skipped: 12



ANSWER CHOICES	RESPONSES	
Requested	64.29%	54
Referred	35.71%	30
TOTAL		84

Q2 How well do our services meet your needs?

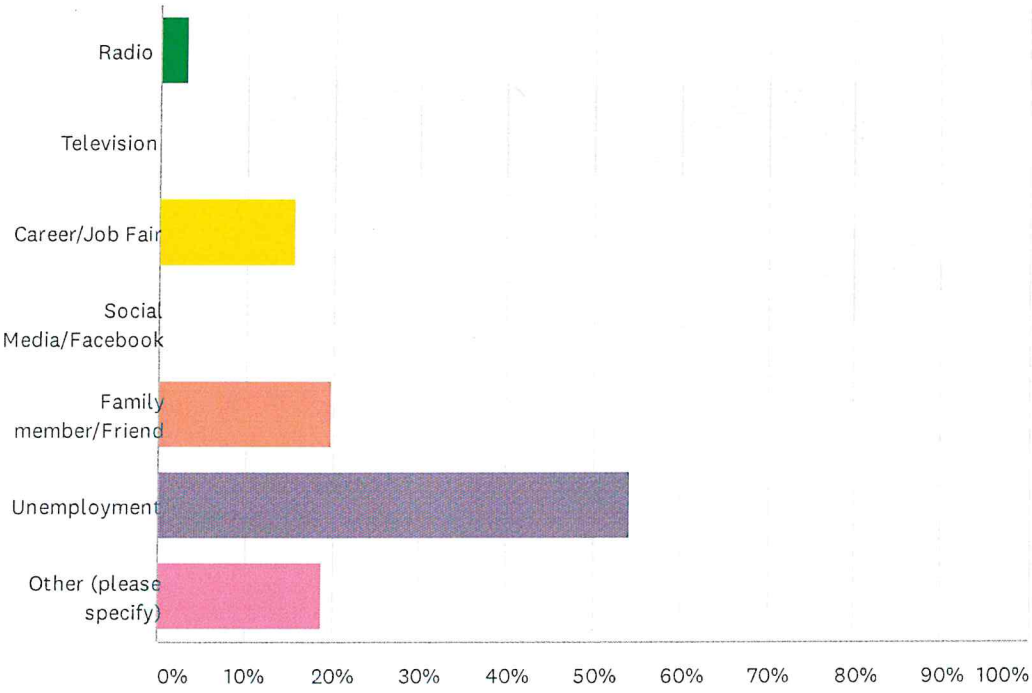
Answered: 96 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely well	61.46%	59
Very well	22.92%	
Somewhat well	10.42%	10
Not so well	3.13%	3
Not at all well	2.08%	2
TOTAL		96

Q3 How did you hear about services available?

Answered: 96 Skipped: 0

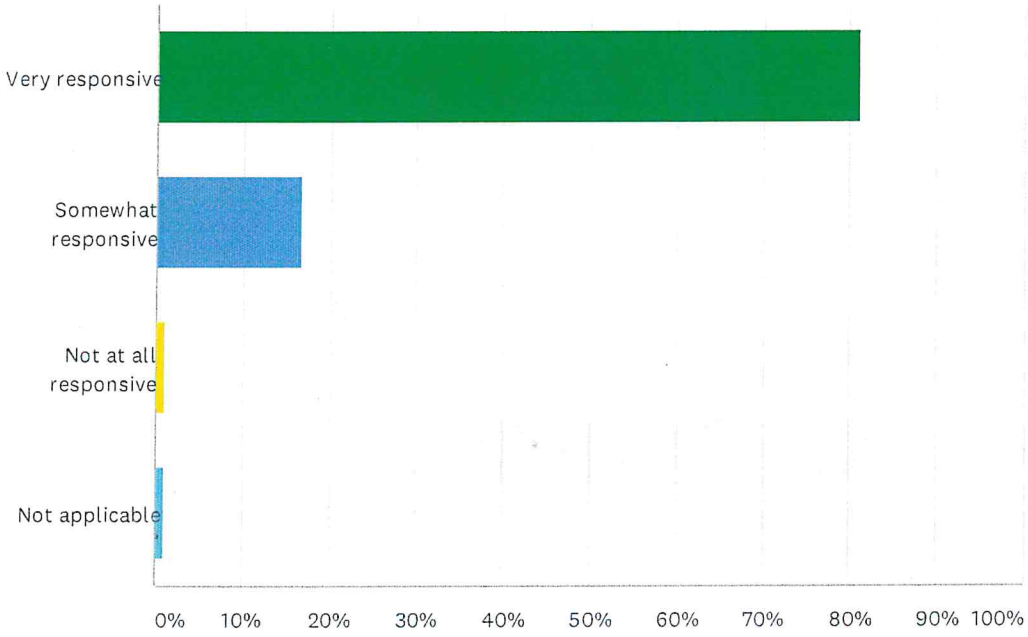


NSWER CHOICES	RESPONSES	
Radio	3.13%	3
Television	0.00%	0
Career/Job Fair	15.63%	15
Social Media/Facebook	0.00%	0
Family member/Friend	19.79%	19
Unemployment	54.17%	52
Other (please specify)	18.75%	18

Total Respondents: 96

Q4 How responsive have we been to your questions or concerns about our services?

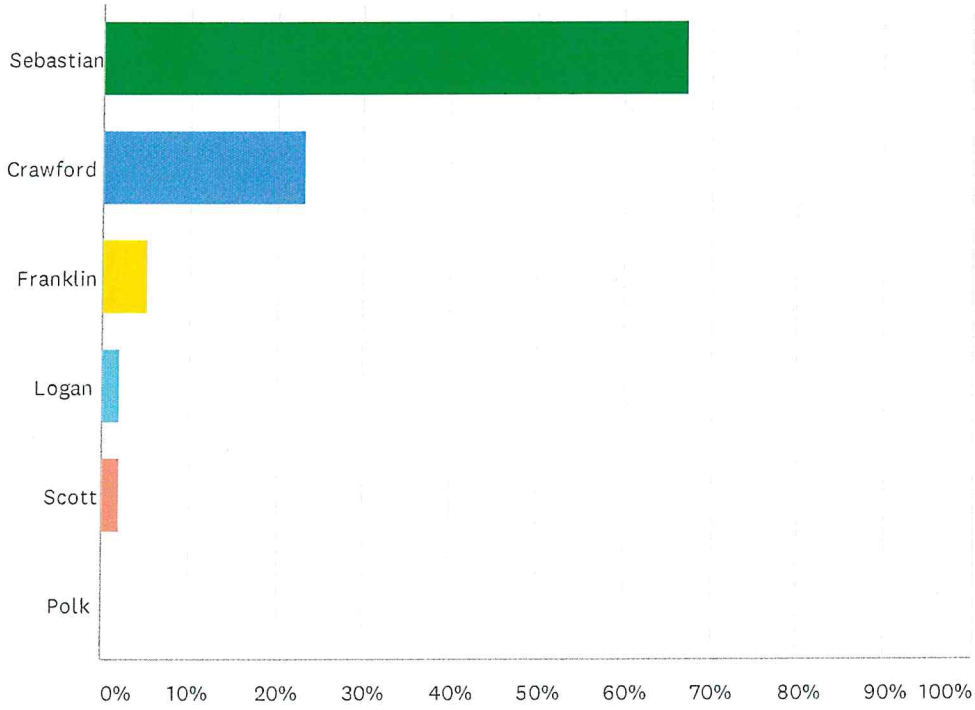
Answered: 96 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very responsive	81.25%	78
Somewhat responsive	16.67%	16
Not at all responsive	1.04%	1
Not applicable	1.04%	1
TOTAL		96

Q5 In which county of Arkansas do you live?

Answered: 95 Skipped: 1



NSWER CHOICES	RESPONSES	
Sebastian	67.37%	64
Crawford	23.16%	22
Franklin	5.26%	5
Logan	2.11%	2
Scott	2.11%	2
Polk	0.00%	0
TOTAL		95

Number of Clients at Workforce Center

Year/Quarter	UI	ES	TANF	AR	WAPDD	AARP	AE	Vet	DSB	TOTAL
2021/1Q	4038	130	14	0	9	27	2	1	1	4222
2021/2Q	1956	486	25	1	35	49	6	4	4	2566
2021/3Q	1226	319	23	0	28	41	6	4	1	1648
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Workforce Funding vs Expenditure Monthly Report

Total Grant Awarded		Funds Expended as of June 30, 2021: Current Mth	Total Admin	Total Program	Grant Total	*FUR %*
$261,701	Adult FY20	0.00	20,524.11	241,176.89	$261,701.00	100%
$51,592	Adult PY20	0.00	5,159.00	46,433.00	$51,592.00	100%
$257,444	Adult FY21	31,548.36	9,405.47	86,581.25	$95,986.72	37%
$246,023	DLW FY20	0.00	22,852.47	223,170.53	$246,023.00	100%
$65,809	DLW PY20	10,038.08	6,371.09	59,437.91	$65,809.00	100%
$294,568	DLW FY21	3,186.90	0.00	3,186.90	$3,186.90	1%
$322,072	Youth PY20	31,379.38	26,929.74	245,606.01	$272,535.75	85%
$376,468	Youth PY21	0.00	0.00	0.00	$0.00	0%
$1,099,756	TANF	0.00	15,022.27	124,120.62	$139,142.89	13%
$393,750	AAPI	0.00	7,807.70	304,473.82	$312,281.52	79%
$3,369,183	Total	$76,152.72	$114,071.85	$1,334,186.93	$1,448,258.78	

Funds Remaining as of June 30, 2021:	Admin	Program	Total
Adult FY20	$0.00	$0.00	$0.00
Adult PY20	$0.00	$0.00	$0.00
Adult FY21	$16,338.53	$145,118.75	$161,457.28
DLW FY20	$0.00	$0.00	$0.00
DLW PY20	$208.91	-$208.91	$0.00
DLW FY21	$29,456.00	$264,707.10	$294,163.10
Youth PY20	$5,277.26	$44,258.99	$49,536.25
Youth PY21	$37,646.00	$338,822.00	$376,468.00
TANF	$0.00	$0.00	$0.00
AAPI	$0.00	$0.00	$0.00
Total	$88,926.70	$792,697.93	$881,624.63

Operating % 60%

PY20 Youth YTD % - Expended:

	Youth PY20	
ISY	$94,225.03	38.36%
OSY	$151,380.98	61.64%
Total	$245,606.01	

PY20 Youth Work Experience % - Expended:

ISY	$45,010.53	
OSY	$52,137.60	
Total	$97,148.13	39.55%

Youth PY20 (40% IS)-vs-(60% OS):

$322,072.00	Total Youth Grant
$32,207.00	Admin Budget
$289,865.00	Total Program Budget
$115,946.00	40% Max In-School Budget
$173,919.00	60% Max Out of School Budget
$289,865.00	Total Program Budget
$21,720.97	Remaining In-School Funds
$22,538.02	Remaining Out of School Funds
$44,258.99	Total Remaining Program Funds

Funding	Remaining	20% Carry Over	Adjusted Total	%	Average per Month	Months Remaining Based on Avg per Month
Adult PY20	$0.00		$0.00	0.00%	$23,177.46	0
Adult FY21	$161,457.28	$51,488.80	$109,968.48	27.83%	$23,177.46	5
DLW FY20	$0.00		$0.00	0.00%	$19,291.87	0
DLW PY20	$0.00		$0.00	0.00%	$19,291.87	0
DLW FY21	$294,568.00	$58,913.60	$235,654.40	59.64%	$19,291.87	12
Youth PY20	$49,536.25		$49,536.25	12.54%	$30,149.36	2
Youth PY21	$376,468.00	$75,293.60	$301,174.40	76.22%	$30,149.36	10
Total	$505,561.53	$110,402.40	$395,159.13	100.00%		

Wilhelmina State Park near Mena. The Cossatot River, an American Indian word for "skull crusher," provides some of the most challenging whitewater rafting in the state. Settled by Swiss and German immigrants in the 1880s, Altus has become the wine capital of Arkansas, producing several award-winning wines from grapes grown in the Boston Mountains. There was even a history of coal production dating back to the state's early days. The Western Arkansas Workforce Development Area consists of six counties: Crawford, Franklin, Logan, Polk, Scott, and Sebastian, and is bordered to the west by the state of Oklahoma. The Arkansas portion of the Fort Smith Metropolitan Statistical Area is in the Western Arkansas Workforce Development Area. The Area is home to the University of Arkansas at Fort Smith, a four-year public university located in Sebastian County. Offering associate degrees and certificates, University of Arkansas, Rich Mountain in Mena and Arkansas Tech-Ozark are two-year colleges located in this Area. Each of these institutions provides residents with a range of educational options. Employment in Western Arkansas grew by an estimate of ~~1,738~~ 4631 over the past 5 years and is expected to experience a net growth of ~~2,243~~ 4,320 over the next 5 years. From ~~2013~~ 2017 to ~~2018~~ 2021, employment increased by ~~1.5%~~ 3.8% in 6 Arkansas Counties from ~~113,531~~ 115,269 to ~~115,269~~ 119,900. This change fell short of the national growth rate of 8.2% by 6.7%. As the number of ~~jobs~~ workers in the field increased, the labor force participation rate ~~decreased~~ increased from ~~55.0%~~ 52.5% to ~~52.5~~ 57.7% ~~between 2013 and 2018~~. The potential retiring population of the region is higher than the national average by almost 6%. ~~This along with a reducing labor force participation rate of over 2% is contributing to a continuing negative impact on available workers to industry need.~~ Goods-Producing industries are projected to have a net gain of ~~1,195~~ 280 jobs, while the Services-Providing industries are estimated to add ~~9,219~~ 3,899. The Education and Health Services super sector is expected to add the highest number of jobs with ~~3,575~~ 1,899 anticipated, while Leisure and Hospitality is estimated to see the fastest growth at ~~18.27 percent~~ 7.9%. Food Services and Drinking Places are predicted to see the most growth gaining ~~1,488~~ over 700 jobs during the projection period. ~~Wood Product Manufacturing is~~ Ambulatory Health Care Services are projected to be the fastest growing industry with a ~~37.69~~ 24.83% ~~percent~~ increase. ~~Manufacturing is still anticipated to continue to be a declining industry and now larger retailers are expected to decline as well.~~ The Western Arkansas Workforce Development Area is projected to see a ~~2~~ 1.4% growth job growth in by 2023 against a population growth of only 1%. ~~The food preparation and serving related occupations major group is predicted to add the most jobs with 1164 anticipated. Nurses and care technician occupations have 729 openings and as an occupation group anticipates a 7% growth.~~ Education and Health Services sectors are predicted to add the most jobs with 1,900 growth positions. ~~Though heavy trucking has 457 openings it is declining further illustrating the aging out of the experienced workforce.~~

B. *Labor force employment and unemployment data.*

2019 LWDA Average Labor Force

- Labor Force = 112,299
- Employment = 109,274
- Unemployment = 3,025
- Unemployment Rate = 2.7%

2019 LWDA Average Unemployment - County

Scott County	2.6%
Sebastian County	2.6%
Franklin County	2.6%
Crawford County	2.7%
Logan County	3.2%

partner programs, and state and local grants which the program assists participants in obtaining. To improve employability, the local area ~~establishes and implements its policies for eligibility, Individual Training Account (ITA) limits, and the identification of in-demand sectors or occupations specific to the region~~ follows all federal and state guidelines as they pertain to implemented programs. Through multiple initiatives and projects, the region is focusing training and career development activities on sector strategies and demand sector partnerships. These round tables will also define career pathway development.

At the state level, the Eligible Training Provider List (ETPL) is updated pursuant to WIOA Sections 122 and 134. This list ensures that Arkansans can make informed decisions on training providers and programs based on accurate data including completion and placement rates, labor market information, and wage expectations. To add validation and current relevance of training to job demand the area received grants to implement sector strategies and create sector partnerships to advance the business approach to lowering unemployment and improving the prevailing wage.

Job Corps centers at Cass and Little Rock provide a variety of career and technical training for eligible youth ages 16 to 24 years of age. By involving the community and employers with the centers and the youth to enrich positive learning experiences. These services are further advanced working cooperatively with schools, social service agencies that serve foster care and homeless youth, other youth programs and standing youth committees. Job Corps partners directly with vocational rehabilitation agencies and other organizations focused on targeted populations. It further works to provide the linkage to work-based learning opportunities, high school, institutions of higher education, career technical training programs like apprenticeships, on-the-job training, one stop workforce centers and even job placement.

Supportive Services

These services are available to eligible jobseekers to assist in obtaining or retaining employment through career or training services. Arkansas Workforce Centers offer a variety of supportive services with the Western Arkansas Workforce Development Board providing policy that outlines types, eligibility, and limits for these services. Examples of supportive services include childcare, transportation, needs-related payments, tools and equipment, uniforms, and other required clothing. In addition to WIOA-funded supportive services, local areas have developed relationships with community partners that assist with utility payments, food, shelter, and other basic needs to aid those working within the system. Supportive services are coordinated based on program eligibility, the economic need thresholds of the partner agencies, and the availability of program funds.

WIOA Title I, Adult, Dislocated Worker, and Youth services provide supportive services. Services include transportation assistance, childcare assistance, needs related payments, and other services as the case may require, to job seekers that assist in obtaining and retaining employment. Through assessments and evaluations, Career Advisors determine the needs of each participant and create an Individual Employment Plan or Individual

Career Pathways Initiative aligns services with the Arkansas Division of Workforce Services, Department of Human Services, Adult Education, community and faith-based organizations, and other programs to ensure that barriers are overcome, and that employment and educational needs are met without duplication of services. The career pathway approach is a paradigm shift in how we prepare individuals for work and lifelong learning. It reorients existing education and workforce services from myriad disconnected programs to a structure that synchronizes employers' workforce needs with individuals' education and training needs.

Training Services - Typical career services are not always enough to enable job seekers to obtain self-sufficient employment. In some instances, formal training is required such as General Education Diploma (GED) preparation, skills testing, basic education services and digital literacy. Arkansas Workforce Centers and Area partners offer multiple training services such as occupational skills training, on-the-job training (OJT), registered apprenticeships, pre-apprenticeship programs, incumbent worker training, skill upgrading and retraining, entrepreneurial training, adult education and family literacy activities. The National Apprenticeship Training Foundation and the Arkansas Apprenticeship Coalitions hosted a regional apprenticeship meeting for the Western Arkansas Workforce Development Area. This meeting focused on aligning the enrollment process and eliminating barriers between workforce delivery system partners to increase referrals to apprenticeship programs. Other services provided by the region's workforce delivery system are training services funded through WIOA programs, Pell Grants, partner programs, and state and local grants which the program assists participants in obtaining. To improve employability, the local area ~~establishes and implements its policies for eligibility, Individual Training Account (ITA) limits, and the identification of in-demand sectors or occupations specific to the region~~ follows all federal and state guidelines as they pertain to implemented programs. Through multiple initiatives and projects, the region is focusing training and career development activities on sector strategies and demand sector partnerships. These round tables will also define career pathway development.

Arkansas Promoting Readiness of Minors on Supplemental Security Income (PROMISE) was a research project, completed in 2018, open to youth ages 14 to 16 who currently receive Supplemental Security Income (SSI) benefits. For 1000 youth, PROMISE provided additional services to youth and their families to support their education and career goals. Services included intensive case management, two paid competitive work experiences, education and employment training and support for youth and families, health and wellness training, and benefits counseling. The region participated in the program and provided the work experience opportunities in the local communities. Students were placed in appropriate career fields for the required number of hours.

At the state level, the Eligible Training Provider List (ETPL) is updated pursuant to WIOA Sections 122 and 134. This list ensures that Arkansans can make informed decisions on training providers and programs based on accurate data including completion and placement rates, labor market information, and wage expectations. To add validation and current relevance of training to job demand the area received grants to implement sector strategies and create sector

determined but will include effectiveness and continuous improvement criteria for local boards. [WIOA Sec. 108(b)(18)]
The local board will continuously monitor program to ensure compliance with the laws and performance measures are met. Board members are continually working to improve their knowledge and understanding of WIOA and the part they play to ensure the integrity and sustainability of the local workforce delivery system. Policies and procedures regularly reviewed for relevance and to maintain an adaptive system to meet local workforce needs. The board assist in research and analysis of the economic conditions, knowledge and skills needs, and the resources necessary to provide a quality workforce in the region. The members participate in board retreats and training activities to remain knowledgeable and current on workforce development activities essential to respond to changing industry needs.

PowerNotes, LLC facilitator Mary Ann Lawrence worked with the local board at a retreat on March 14, 2020, at the Wilkinson Pavilion in Greenwood, AR. Members continued training to deepen knowledge of WIOA and their role in the workforce delivery system. The 2020-2023 plan was a focus and discussion around a more in-depth approach to performance management. The board discussed dashboards and scorecards to drive performance as well as the creation of a performance committee. The board committed to continued training to ensure continual improvement of the knowledge and skills of the board to assist the local workforce development process and to the ability to adapt to changing economic conditions.

4.6 *Describe how training services will be provided in accordance with WIOA Sec. 134(c)(3)(G), the process and criteria for issuing individual training accounts. [WIOA Sec. 108(b)(19)]*
Training services will be provided to eligible participants and will include on-the-job training, work experience, apprenticeship, classroom training, customized training or incumbent worker training.

The individual training accounts (ITA) system is used by participants who are eligible for training services and choose to attend training. A Career Advisor ~~uses the ITA request form to determine a~~ will work with the participant to determine their financial and training needs. The individual selects the course of study from the eligible training provider list. The individual must have made application and have received determination from other funding sources and present the award letter to the career specialist to show the monetary amounts of unmet financial need. They must also present a statement of how much the family will be able to contribute to the cost of the training. Consideration of all available funds, excluding loans, will determine the person's overall need for WIOA funding. The ITA may be used to cover expenses for tuition, books, fees, supplies, and/or tools. Employment/Training Advisors will make sure that there is no duplication of services.

The amount of monies available from all sources, the financial status of the family, and the potential of the applicant prior to a determination of qualification are also taken into consideration. If approved, the ITA is completed by the career coach. The Eligible Training Provider bills the WIOA Program each semester. ITA's may be adjusted up or down based upon case necessity. ITA's are not issued if the training program is not on the Arkansas Consumer Report System (ACRS) list.

		Eligibility	References
☒	6.26	The local board has a written policy and procedures that ensure adequate and correct determinations of eligibility for WIOA-funded basic career services and qualifications for enrollment of adults, dislocated workers, and youth in WIOA-funded individualized career services and training services, consistent with state policy on eligibility and priority of service.	Proposed 20 CFR Part 680 Subparts A and B; proposed 20 CFR Part 681 Subpart A
☒	6.27	The local board ~~has a written policy and procedures for awarding Individual Training Accounts to eligible adults, dislocated workers, and youth receiving WIOA Title I training services, including dollar and/or duration limit(s), limits on the number of times an individual may modify an ITA, and how ITAs will be obligated and authorized~~ follows guidelines for determination of eligibility, determination of need, and assignment of ITA.	WIOA Section 134(c)(3)(G); Proposed 20 CFR 680.300-320
☒	6.28	The local board has a written policy and procedures that establish internal controls, documentation requirements, and leveraging and coordination of other community resources when providing supportive services and, as applicable, needs-related payments to eligible adult, dislocated workers, and youth enrolled in WIOA Title I programs.	WIOA Sections 129(c)(2)(G) and 134(d)(2); proposed 20 CFR 680.900-970; proposed 20 CFR 681.570
☒	6.29	The local board has a written policy for priority of service at its workforce centers for local workforce providers that ensures veterans and eligible spouses are identified at the point of entry, made aware of their entitlement to priority of service, and provided information on the array of employment, training and placement services and eligibility requirements for those programs or services.	Jobs for Veterans Act; Veterans' Benefits, Health Care, and Information Technology Act; 20 CFR 1010; TEGL 10-09

Local Workforce Area Survey

40 Responses 04:54 Average time to complete Active Status

1. If you wish to enter the drawing for a chance to win a gift card, please leave a name and phone number below

39
Responses

Latest Responses

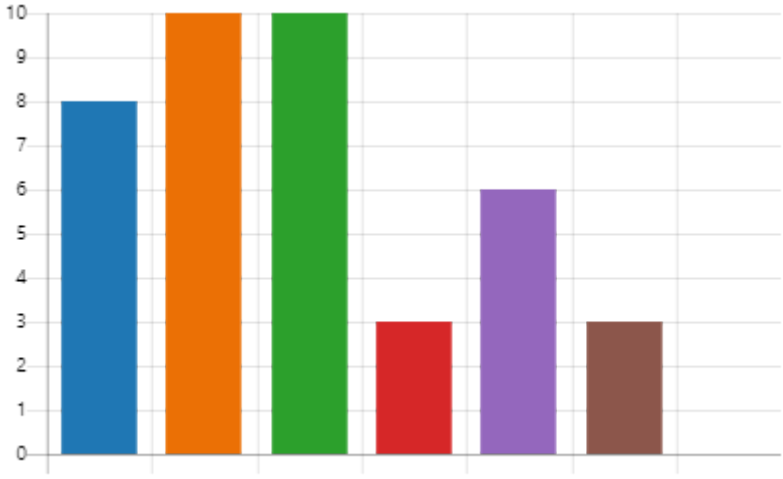
"*4792596906*"

"*Felisha Dumas 479-414-0276*"

"*Shelia Bishop 4792224735*"

2. Age group (must be 18 or over)

18-24	8
25-34	10
35-44	10
45-54	3
55-64	6
65+	3
Prefer not to answer	0



3. Male or Female

Male	10
Female	30
Nonbinary	0
Prefer not to answer	0

4. What state do you live in?

40
Responses

Latest Responses

"*ARKANSAS*"

"*Arkansas* "

"*Arkansas* "

5. In what town do you live?

40
Responses

Latest Responses

"*Fort smith* "

"*Fort Smith*"

"*Fort Smith* "

6. What was your employment status in February 2020 (prior to any COVID shutdowns)?

Employed Full Time	17
Employed Part Time	3
Not Employed	15
Other	5

7. What is your current employment status?

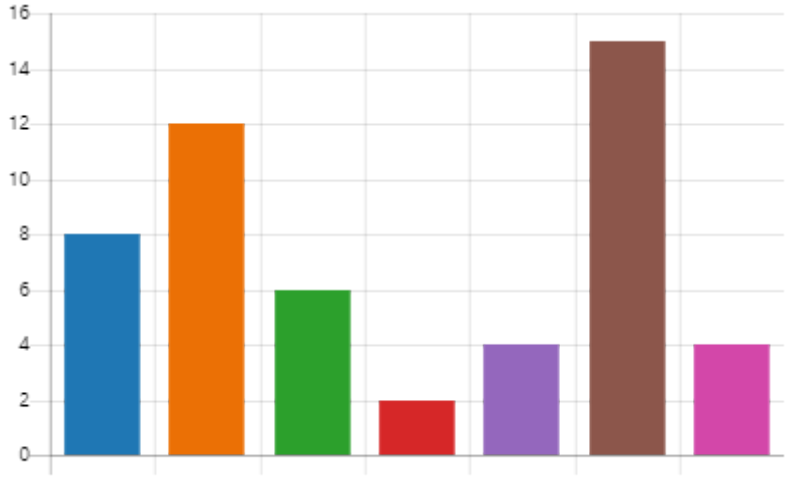
Employed Full Time	15
Employed Part Time	7
Not Employed	12
Other	6

8. If you do not have a full time job, do you wish to have a full time job?

Yes	25
No	8
Maybe	7

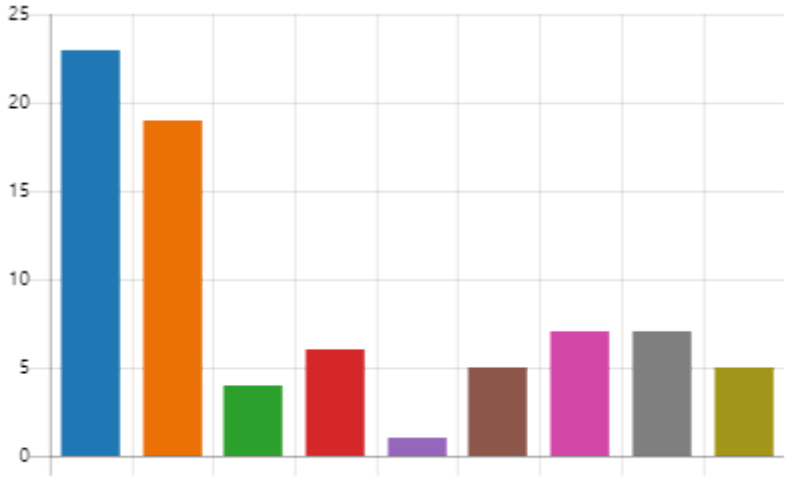
9. If you wish to be more fully employed than you are now, what has prevented you from gaining that employment?

Lack of available jobs	8
Lack of required education/ski...	12
Lack of childcare for depende...	6
Required to provide care for o...	2
Lack of transportation to job	4
I already have the level of em...	15
Other	4



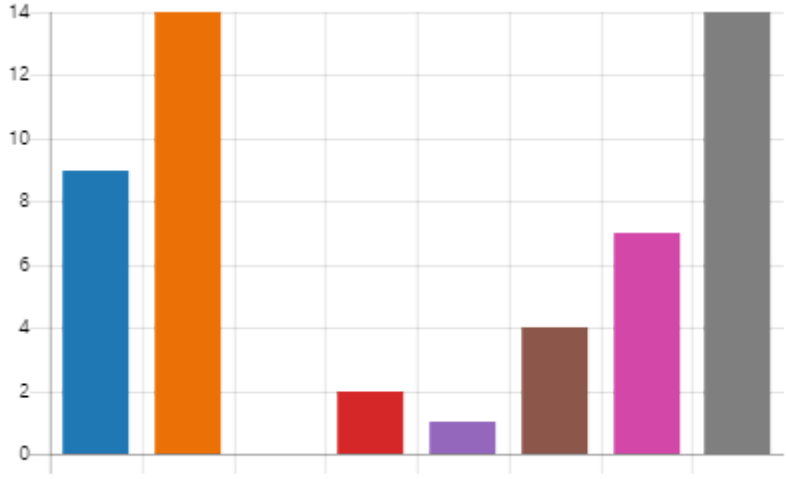
10. Please select all of the following services/resources that are familiar to you

Adult Education Center	23
Workforce Center	19
Title 1 Services	4
Arkansas Rehabilitation Services	6
American Job Center	1
WesternArkansasWorks website	5
Arkansas Job Link	7
WAPDD	7
Other	5



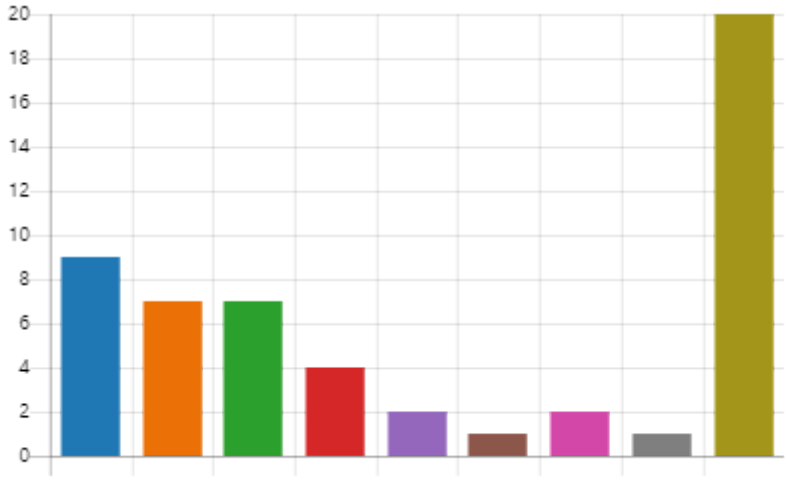
11. Which of these services have you utilized in the past?

Adult Education Center	9
Workforce Center	14
Title 1 Services/WAPDD	0
Arkansas Rehabilitation Services	2
American Job Center	1
WesternArkansasWorks website	4
Arkansas Job Link	7
Other	14



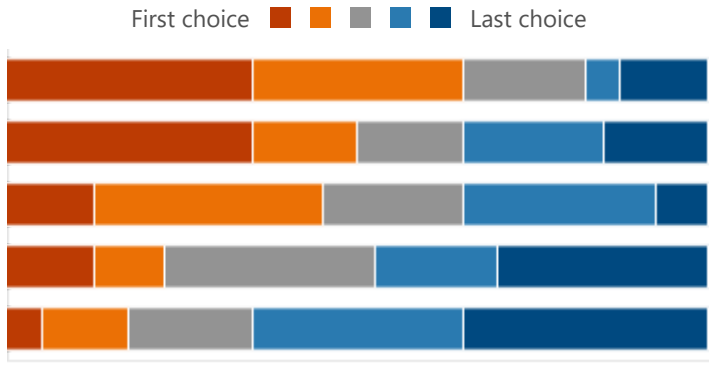
12. If you are seeking a job, in which industry are you trying to gain employment?

Hospitality	9
Retail	7
Healthcare	7
Manufacturing	4
Construction	2
Banking	1
Law Enforcement	2
Trucking/Transportation	1
Other	20



13. Please rank the following factors in accepting a job, from most important to least

Rank	Options
1	Starting pay
2	Flexible Work Hours
3	Benefits (health insurance, reti...
4	Working environment
5	Ability to move up within the ...



14. Is there anything else you would like community and business leaders to know?

17
Responses

Latest Responses

"*I'm dependable* "

15. Is it ok for someone to contact you regarding this survey?

Yes	28
No	12

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STUDY WORKFORCE COURSES

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Study Workforce is NAWB's online learning platform, featuring simple navigation, and easy-to-follow course curriculum. Our first online course, The Case for Strong Workforce Boards and Board Staff, helps board members, staff, and local elected officials understand how to leverage WIOA in support of their workforce and economic development agenda. With simple online navigation through course topics, Study Workforce is an important new tool that helps workforce boards raise the bar on professional development for board members and staff.

Learn more and register now
Read the press release

NEW Online Course

The Case for Strong Workforce Boards and Staff

Our first online course is designed for Chief Local Elected Officials (CLEO) & Workforce

Learning Topics:

- Key Features of WIOA
- Role of CLEO & WDB Members in implementing WIOA
- Benefits of leveraging WIOA to support workforce & economic development agenda

Features:

- Simple, online navigation
- Resources for deeper understanding
- Action items for implementing strategies learned

The Case for Strong Workforce Boards and Staff is now available online. Register and begin the course now.

The Case for Strong Workforce Boards and Board Staff is a collaboration of:

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